



THE EMPLOYMENT TRIBUNALS

PUBLIC PRELIMINARY HEARING

Claimant: Miss M Dos Reis Antunes

Respondent: Time-to-Care Limited

Heard at: North Shields Hearing Centre **On:** Monday 9th September 2019

Before: Employment Judge Martin

Representation:

Claimant: In Person

Respondent: No attendance or representation

JUDGMENT

1. The claimant's complaints of unfair dismissal; breach of contract (notice pay); discrimination on the grounds of age and race and her claim for a redundancy payment are all dismissed upon withdrawal.
2. The claimant's complaint of unlawful deduction from wages is well-founded. The respondent is ordered to pay to the claimant the sum of £890.00 (gross) for unpaid wages.
3. The claimant's complaint of breach of the Working Time Regulations (holiday pay) is also well-founded. The respondent is ordered to pay the claimant the sum of £63.75 (gross) for accrued holiday pay.

REASONS

1. The claimant indicated at the outset of the hearing that she did not wish to pursue most of her claims. She said that she was not entirely clear what she was

claiming when she submitted her ET1. The claimant said that her main concern related to unpaid wages and that the Inland Revenue believed that she had been working substantially more hours with this respondent than she had been paid. As a result the Inland Revenue were seeking substantial outstanding tax from her which she said was not due and owing to them. She wanted to resolve that issue. Employment Judge Martin explained that issue was outside this Tribunal's jurisdiction, but this judgement should clarify details about the claimant's employment with the respondent to enable her to pursue matters further with the Inland Revenue.

2. The claimant commenced employment with the respondent on 30th January 2019 as a support worker. Her employment was terminated in or around 18th February 2019. She had only worked for the respondent for three weeks and has not been paid any wages by the respondent for the entire period of her employment.
3. Accordingly she is awarded the sums relating to her outstanding wages and her accrued holiday pay as set out above.

EMPLOYMENT JUDGE MARTIN

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON
30 September 2019**

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